



AAPTLE

The Alliance of Associations & Professionals in Theatre & Live Events

Present

Ayse Tashkiran - MDA (hosting)
Mark Jonathan - ALD
Zoe Milton-ASD
Katie Scott- SBT
Nicky Shaw - SBT
Dan Shelley - PMF
Mark Shayle - PMF
Owen Thomas - SMA
Nikki Edmonds CITEA
Catherine Kodicek CITEA
Katie CITEA
Rose Connelly CITEA
Charlie Rungen CITEA
Rachel Wise I:Opera,
Alex ALD
Joseph ALD
Peter Mckintosh FMTW
Owen Thomas - SMA
Mandy Ivory-Castile - PMF
Bruno Poet - Stage Si
David Ayton - ALD
Alex Fernandes ALD
Sadeysa Bailey (ASAM)
Mark Price PMF
David Farley

1. Apologies from Max Jones, Anna Fleischer Anna Ines Jabares - Pita, Alex Sutton, David Farley , Andy(SMA)

Welcome Catherine Kodicek CITEA,Rose Connelly CITEA, Rachel Wise from I Opera, Alex and Joseph from ALD?

2. Meeting notes ratified

2.1 Agenda action points from the previous meeting,

The working group for Mental Health Awareness are in the process of planning a meeting and invited more people to join them, emphasising the value of a broad membership from every group in AAPTLE. There is a SLACK channel available if members have people who want to get involved. Information from the Cow Shed session will be shared. And the meeting thought that it would be good to propose meeting times in the interim to get the ball rolling.

3.1 A suggestion was made to check in that all organisations were offering their members useful mental health support information. For example links to the Mental Health Charter could be useful to have in our directory of support and resources.

<https://mentalhealth-charter.co.uk>

<https://www.studentminds.org.uk/charter.html>

Mark Shayle (PMF) offered to put organisations in contact with a volunteer with a specialism in mental health and is happy to broker an introduction to help organisations or associations mental health awareness and training

We agreed that it would be helpful to pool our resources and share useful information, and that may be added to the website. And a call to lean in to the conversation about Mental Well being.

3.2 Restart Better is sometimes called Reset Better (preferred terminology)

Rose Bruford College are hosting a series of Industry Webinars and members were invited to contribute - please contact Mark Shayle directly who is convening these. These are planned for March 3rd 4-5pm and 17th March 4-5pm. These can be opened up to students from other institutions and colleagues too. The aim is to support graduating technical theatre students and to broaden the sessions into a Reset Better Agenda and eventually to develop a manifesto or a charter.

3.3 Management structure of AAPTLE

We discussed how tricky it can be to attend AAPTLE meetings regularly and that having a pool of people who could represent groups and associations might be a way of maintaining a voice at the meetings. We noted that SDUK addendum from the previous meeting had not been intended to be discussed in their absence which was unplanned. The meeting agreed that complex discursive issues could be best timed with chairing a meeting.

We noted that directors voices were valuable to have in the mix at AAPTLE and beyond.

We wanted to ensure that we supported all groups to be able to attend and are happy to reach out to any groups who are struggling to send representation

Action: MDA to connect with SDUK

3.4 Marking March the 16th and other European/Worldwide theatre closure dates

Please check into the Slack Channel *General* to connect with the work that the PR working group who have drafted a document indicating how the social media campaign will run in the countdown to March 16 with as many countries possible referenced.

Please can all Groups and Associations check that document and then feel free to send it out to your associations. This will be emailed it as well and do check your junk folders too.

But PR working group is requesting to not put it on social media yet so that they can undertake the media campaign in a managed way. Permission and credits for photos are needed preferably ahead of 9th March

Please note the Social Zoom Event on the 16th March 7pm to offer some much needed connection after the long year we have had, and to celebrate getting to know everyone through our associations and groups.

A press release is in Slack.

4. We wanted to thank the PR group for their fantastic work in getting this together

Action: Invite all AAPTLE members to look at the plan created by the PR team and send in what they have requested, then retweet and like to circulate Twitter posts.

PR Working Group: See above

Education Working group has gone quiet for a bit and we noted that is normal with working groups

Union working group met with Kevin Carson who is Helen's deputy at BECTU. A summary is on its way. And the recording is in Slack

Two headlines to take back to our membership :

1. BECTU are planning to train up REPS and to facilitate those people to form a branch for theatre freelancers. This new branch will be aimed at people who charge a fee or a day rate for their services ie not on weekly payroll. The working group will be messaging us all about that new scheme. There will be a request to associations and group to ask members to come forward for that REP training.

2. BECTU have recognised that for staff employed on a show have been located in the branch of that theatre building - this is a structure that excludes certain work forces such as costume, wigs, hair and makeup, automation staff stage crew who don't have a home if they're only on a weekly contract for the run of the show.

Discussion was also had about freelance fees and PAYE settings. Invitation to get involved or see what the working group is up to on the Union channel on the Slack

Sustainability working group

Please check Slack channel for Green book and a recycle reuse Centre in London

Representation Working Group

Photographers were approached to see if they wanted to join. They have access to Slack and seem to happy to join that on an ad hoc basis

Housekeeping notices

Stage Sight swapped with FMTW for the hosting of the next meeting - so Stage Sight take over 18th May and FMTW take over the next meeting on Tuesday 9th March 11:30-1

We agreed that it would be good to change the format of the meetings - so that we would start with time for each AAPTLE organisation or association to talk succinctly about what they are doing and their points of interest. The aim is to get to know each other's agendas better and share news, and build connections

Action: Owen Thomas - SMA will kindly adjust draft agendas and minutes to add in a feedback from associations and organisations

Invitation to I:Opera to host a meeting when they are ready and Owen Thomas will also reach out to you as well

AOB:

1. Rachel Wise introduced I:Opera who have 8 people at its core and 4 people in rotation at AAPLTE meetings. They are freelance and independent opera makers including directors, assistant directors, musical directors, designers, composers, musicians - open to all who work within the Opera sector. They are focusing on four key elements - kindness and dignity within the workplace/Equality, Diversity Inclusion/Sustainability and ton networking and improving communication.

2. We received thanks from Stuart Porter to all who helped to support the campaign We Make Events and to note that this may have helped gain some traction with DCMS prior to the budget announcement

The meeting wish to convey our thanks to Paule Constable at the Parliamentary Select Committee and on the News

Parliamentary Select Committee Extract is posted into Slack if you wish to hear the content of the meeting and the perspectives of Musicians/theatre workers and film and television production.

3. Discussion about producers booking freelancers for exclusive dates with no compensation for cancelled dates. This is leaving freelancers out of work, when they might have been booked for other jobs during that time. Noting that producers are reluctant to issue contracts or confirm dates in any form of writing.

4. Question to the meeting about the effectiveness of Otter for transcription

5. Reminder about using Social Media and encouraging our members to follow through with AAPLTE social media too. The aim is to have more followers and more retweets.

6. Unconscious bias, trainings. Talawa's training was thought to be more comprehensive than the Chicken Shed one and consequently more expensive. Bruno would be interested to know what individuals/organizations might be able to spend on training with a view to seeking some funding

7. Discussion about how to balance the productive changes in venues enabled by Cultural Recovery Grants with sensitivity

Accessibility in venues was deemed important and the desire to welcome people back into venues. The meeting concurred that acknowledging loss as well as celebrating was potentially a good way to bring that balance. And the importance of remembering and that this year has not been a blank - in some ways it has been very very busy. Noting that many freelance workers have been left behind and that it is sometimes hard to bring nuances to a wider audience. And noting the importance of focusing the narrative into the mix of loss, productivity and those who have been left behind.

Next Meeting

Tuesday 9th March 11:30-1 hosted by *Freelancer's Make Theatre Work*